# Continuing Professional Development for Pharmacists – the Irish regulatory context

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AN RIALTÓIR CÓGAISÍOCHTA
THE PHARMACY REGULATOR

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# Outline

- Pharmacy Act and CPD

- Pharmacist CPD internationally

- Development of Irish CPD model

- Irish CPD model – Core elements

- CPD as Partnership

- Irish Institute of Pharmacy and CPD Model
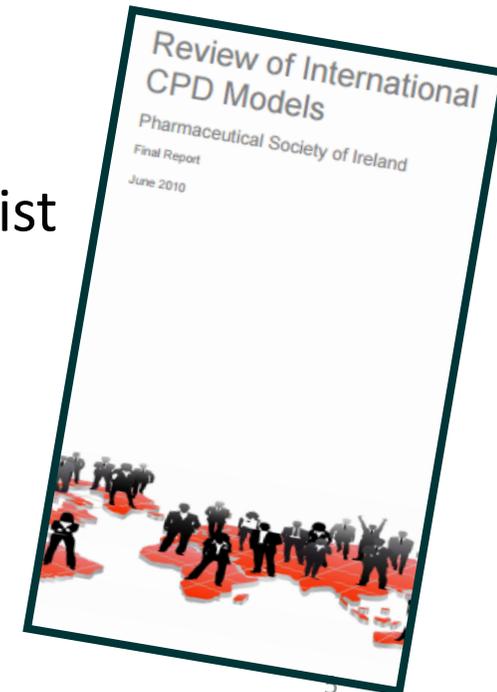
- Quality assurance programme

# Pharmacy Act and CPD

- Pharmacist education and development enshrined in Pharmacy Act

  o **Function of PSI** (s7(1)(d)): *"Ensure that pharmacists undertake appropriate continuing professional development, including the acquisition of specialisation"*

  o **Duty of PSI** (s7(2)(a)(vii)): *"Take suitable action to improve the profession of pharmacy"*

  o **Code of Conduct for Pharmacists** Principle Five: *"A pharmacist must maintain a level of competence sufficient to provide his/her professional services effectively and efficiently"*

- Pharmacy is a dynamic evolving profession providing necessary, complex and critical care to patients

# Pharmacist CPD internationally

- CPD approaches implemented across a range of professions & countries internationally

- 2013 Professional Qualifications Directive: *requires EU Member States to encourage CPD "to enable professionals to update knowledge, skills and competences in order to maintain a safe and effective practice"*

- Importance of CPD for pharmacists is well established:

  *"Maintaining competence throughout a career, during which new and challenging professional responsibilities will be encountered, is a fundamental ethical requirement for all health professionals"* (FIP 2002)

# Development of Irish CPD model

- Report on "*Review of International CPD Models*" endorsed by PSI Council in June 2010

- Recommended CPD system which:
  o assured competence across pharmacy profession to meet patient needs
  o supported pharmacists in:
    ✓ providing patient care and managing healthcare resources
    ✓ enabling innovation & development of the role of the pharmacist
    ✓ Meeting own professional and personal development needs
  o is self-directed, practical and outcomes focussed

- Framework based on Ontario model (see [www.ocpinfo.com](www.ocpinfo.com))



Review of International CPD Models
Pharmaceutical Society of Ireland
Final Report
June 2010

# Irish CPD Model – Core elements

- Portfolio-based self-directed **reflective model** recognising pharmacists as autonomous, self-directed professionals

- Reflection guided by **Core Competency Framework** which recognises a range of learning activities within context of practice environment

- **Outcomes-focussed** reflective practice to apply learning & development

- **Irish Institute of Pharmacy** to manage CPD and facilitate engagement by profession with CPD system
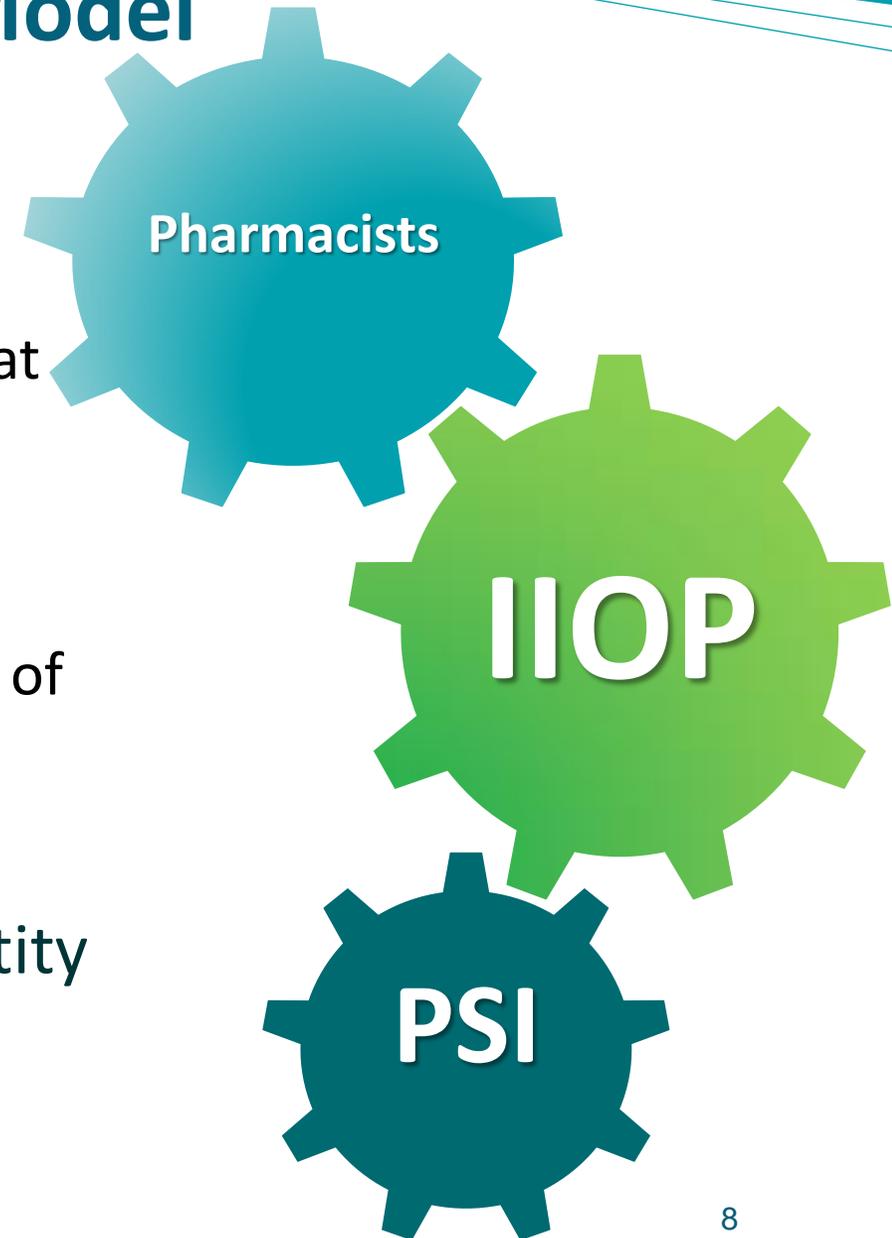
# CPD as Partnership

- CPD for healthcare professionals is a partnership between profession & regulatory body:

    o Regulator's perspective: to provide assurance of competence and practice for public and patient safety reasons

    o Professional perspective: to support professional & personal needs, enable innovation & role development

    o CPD envisages peer involvement with profession setting 'standards' in partnership with regulatory body

# Irish Institute of Pharmacy and CPD Model

- IIOP crucial cog in providing partnership in CPD model with profession

  - Pharmacists engage in CPD model directly with IIOP at 'arm's length' from PSI

  - IIOP housed in RCSI under contract arrangement

  - PSI's role to ensure & be accountable for completion of statutory CPD & to support IIOP

- Draft CPD Statutory Instrument establishes identity & role of IIOP in pharmacist CPD

  - In final development, due to commence Jan 2016

**Pharmacists**

**IIOP**

**PSI**

# Quality Assurance (QA) programme

- Model based on system operating in Ontario, Canada since 1997 – adapted to fit Irish context and needs

- Practice review provides assurance of competence and practice of registered pharmacists for public and patient safety reasons

- Peer led process involving clinical expertise in medicines and counselling patients that pharmacists demonstrate every day in practice

# CPD enables advancing Pharmacy Practice

Emergency contraception

Needle exchange

Vaccine ?
Yes    No

# Thank You